

**Mayor-Council Salary Setting Survey (Office of the IBA, survey initially conducted April 17, 2006 - May 5, 2006 and updated July 9, 2007 - July 12, 2007)**

City	Councilmanic Salary Setting	Mayoral Salary Setting
<p><b>City of Los Angeles</b></p>	<p>Members of the City Council shall be paid a salary equal to that prescribed by law for judges of the Municipal Court of the Los Angeles Judicial District or its successor in the event that court is dissolved or reconstituted. The salaries of elected officers shall be adjusted in the manner provided in this section upon the effective date of any change in the salaries of Municipal Court judges. Source: Los Angeles Charter Article II, Section 218 (a)1.</p>	<p>The mayor shall be paid a salary that is 30% more than that of a Council member. Source: Los Angeles Charter Article II, Section 218 (a) 1.</p>
<p><b>City of San Francisco</b></p>	<p>The Civil Service Commission shall set the Supervisors' salary once every five years. Before the Commission determines the Supervisors' salary, it shall conduct and consider a salary survey of other full time California City Councils and County Boards of Supervisors and it may consider the Consumer Price Index (CPI). Source: San Francisco City Charter, Article II, Section 2.100.</p>	<p>The Mayor's salary is set by the Civil Service Commission. The Civil Service Commission shall conduct a survey of the offices of chief executive officer in the counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine the base five-year salary for the Mayor. If the average of these salaries is less the Mayor's current salary, the Mayor's current salary will become the base. This salary base shall apply from July 1, 2007 through July 30, 2012. Subsequent base five-year salary determinations shall apply to subsequent five year periods. The Commission shall annually adjust the salary to account for upward movement in the Consumer Price Index (CPI) during the prior calendar year; provided, that whenever the upward movement in the CPI during the prior year exceeds 5%, the increase will be a maximum of 5%. Source: San Francisco Charter §A8409-1, Sandra Eng of the Civil Service Commission 415-252-3254. (This was amended November 2006 by Prop C)</p>



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<b>City of Seattle</b>	<p>Pay increase formula adopted by Council. By law, a Council member's salary can only be increased every four years following an election. Salaries are adjusted based on cost of living adjustments (COLA). Estimates for annual COLA's are based on CPI projections provided by independent, third party sources. The new salary is computed by taking an average of the salary computed for each of the four years. Source: Seattle Times, "Seattle's council members among highest-paid in U.S." and e-mail from Jackie O'Ryan titled "Councilmember Salary Adjustments"</p>	<p>Set by an ordinance passed by the City Council and signed by the mayor. Source: Seattle Municipal Code Title 4 - Personnel Chapter 4.20 - Compensation and Working Conditions Generally Subchapter 1 General Compensation Regulations and called Finance Department at 206-233-0031.</p>
<b>City of Portland</b>	<p>Human Resources department performed comparison study and salaries are equated to the average salaries in this class of employee in the region. Source: Called the Office of Management and Finance at 503-823-5288</p>	<p>Set by Human Resources in amount of \$107,806. Human Resources website "City of Portland 2005-2006 Compensation Plan."</p>
<b>City of Houston</b>	<p>40% of the Mayor's salary. Source: City Secretary, Pat Jefferson 713-247-1840, Local Government Code Section 141.005</p>	<p>150% of the total salary for Harris County District Judges. Source: City Secretary, Pat Jefferson 713-247-1840, Local Government Code Section 141.005</p>



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<p><b>City of Oakland</b></p>	<p>Salaries for Council members are set by the Public Ethics Commission comprised of 7 members who are residents of the City of Oakland. The Commission annually adjusts salaries based on the increase in the Consumer Price Index (CPI) over the preceding year. The Commission may adjust salaries beyond this increase in the CPI up to 5%. Any increase over 5% must be approved by voters. Source: Charter of the City of Oakland, Article II, Section 202.</p>	<p>The salary shall be set by the Council, which shall be not less than 70% nor more than 90% of the average salaries of City Managers'/Chief Executive Officers of California cities within the three immediate higher and the three immediate lower cities in population to Oakland, The Mayor's salary shall be reviewed by the City Council in odd-numbered years and may be adjusted by the Council as provided for herein. Source: Charter of the City of Oakland, Article III, Section 300.</p>



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<p><b>City of Indianapolis</b></p>	<p>Members of the City/County Council receive an annual salary which reflects 12% of the Mayor's annual salary. In addition, each council member is given a per diem allowance of \$112 for each regular council meeting attended, not to exceed 21 in a calendar year. Each council member is also given a per diem allowance of \$62 for attendance at a meeting of a committee of which he/she is a member, not to exceed 40 meetings per year. The President receives an additional annual sum of \$1,982. The Vice President, Majority Leader and Minority Leader receive and additional annual sum of \$1,320. A Chairman of a Special Committee receives an additional \$66 per month. This salary structure was set by Consolidated City and County Code in 2002 and can only be modified by adoption of a fiscal ordinance. Source: Revised Code of the Consolidated City and County of Indianapolis, Chapter 192, Article I, Section 192-102.</p>	<p>The compensation of the mayor is fixed as an annual salary of ninety-five thousand dollars (\$95,000.00), and a deferred compensation plan funded by contributions of seven thousand five hundred dollars (\$7,500.00). Source: Revised Code of the Consolidated City and County of Indianapolis, Chapter 192, Article I, Section 192-101.</p>





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<p><b>City of Denver</b></p>	<p>The career service board determined limits of the salaries of elected charter officers. The council fixed the annual salaries for the term beginning July 21, 2003 as follows: Members of the Denver City Council receive \$73,512. The salaries to be paid elected charter officers remain in effect for the entire term of office of such elected officers beginning on July 21, 2003. This division is self-executing and may not be modified, repealed, or superseded by the city council during its term of office. Source: Municipal Code of the City and County of Denver, Chapter 18, Article III, Division 1, Section 18-81.</p>	<p>The career service board determined limits of the salaries of elected charter officers. The council fixed the annual salaries for the term beginning July 21, 2003 as follows: The Mayor receives \$136,920 annually. Source: Municipal Code of the City and County of Denver, Chapter 18, Article III, Division 1, Section 18-81.</p>

